WHAT IS CLAIMED IS:

1. 1. A method of reviewing resource reduction decisions, said
2. method comprising:
3. receiving a skill group identifier;
4. retrieving data records for a plurality of employees,
5. wherein each data record includes the skill group
6. identifier and an evaluation;
7. comparing the retrieved data records based upon the
8. corresponding evaluations; and
9. identifying one or more surplus employees based upon the
10. comparisons.

1. 2. The method as described in claim 1 wherein the comparing
2. further comprises:
3. sorting the retrieved data records based on the
4. corresponding evaluations;
5. retrieving a surplus percentage corresponding to the skill
6. group identifier;
7. multiplying the surplus percentage by the number of
8. retrieved data records creating a surplus number; and
9. selecting the surplus number of employees from the lower
10. end of the sorted data records.

1. 3. The method as described in claim 1 further comprising:
2. analyzing one of the evaluations prior to the comparing;
3. determining whether to agree with the evaluation; and
4. sending a rework request to a creator of the evaluation in
5. response to not agreeing with the evaluation.

1 4. The method as described in claim 3 wherein the analyzing

2   further comprises:

3   identifying the evaluation as a low skill evaluation; and

4   checking whether the employee's data record includes one or

5   more positive employment factors, wherein at least one

6   of the positive employment factors is selected from

7   the group consisting of a top contributor indicator, a

8   stock option award, a significant salary increase, a

9   critical skill identifier, and a promotion identifier.

1 5. The method as described in claim 1 further comprising:

2   analyzing the identified surplus employees, wherein the

3   analyzing includes:

4   assessing the surplus employees' data records with one

5   or more corporate surplus guidelines;

6   assessing each of the surplus employees' evaluations

7   to other employee evaluations having the same

8   skill group; and

9   rejecting one or more of the surplus employee

10   identifications based upon one of the

11   assessments.

1 6. The method as described in claim 1 further comprising:

2   reviewing each of the surplus employees' data records using

3   one or more applicable laws;

4   determining an additional compensation amount for one or

5   more of the surplus employees based on the applicable

6   laws; and

7   adding the additional compensation to a severance amount

8   corresponding to the surplus employees.

1 7. The method as described in claim 1 further comprising:

2   comparing the surplus employees' data records with data

3   records corresponding to non-surplus employees;

4   creating one or more statistical analyses based on the

5   comparison, wherein the statistical analyses include

6   one or more protected employment factors;

7   assessing the statistical analyses using one or more

8   applicable laws; and

9   modifying the group of identified surplus employees based

10   on the assessment.

1 8. An information handling system comprising:

2   one or more processors;

3   a memory accessible by the processors;

4   one or more nonvolatile storage devices accessible by the

5   processors;

6   an employee resource review tool to review employee

7   reductions, the employee resource review tool

8   including:

9   means for receiving a skill group identifier;

10   means for retrieving data records for a plurality of

11   employees, wherein each data record includes the

12   skill group identifier and an evaluation;

13   means for comparing the retrieved data records based

14   upon the corresponding evaluations; and

15   means for identifying one or more surplus employees

16   based upon the comparisons.

1   9.   The information handling system as described in claim 8

2   wherein the means for comparing further comprises:

3   means for sorting the retrieved data records based on the

4   corresponding evaluations;

5   means for retrieving a surplus percentage corresponding to

6   the skill group identifier;

7   means for multiplying the surplus percentage by the number

8   of retrieved data records creating a surplus number;

9   and

10   means for selecting the surplus number of employees from

11   the lower end of the sorted data records.

1   10.   The information handling system as described in claim 8

2   further comprising:

3   means for analyzing one of the evaluations prior to the

4   comparing;

5   means for determining whether to agree with the evaluation;

6   and

7   means for sending a rework request to a creator of the

8   evaluation in response to not agreeing with the

9   evaluation.

1   11.   The information handling system as described in claim 10

2   wherein the means for analyzing further comprises:

3   means for identifying the evaluation as a low skill

4   evaluation;

5   means for checking whether the employee's data record

6   includes one or more positive employment factors,

7   wherein at least one of the positive employment

8   factors is selected from the group consisting of a top

9   contributor indicator, a stock option award, a

10   significant salary increase, a critical skill

11   identifier, and a promotion identifier.

1   12.   The information handling system as described in claim 8

2   further comprising:

3   means for analyzing the identified surplus employees,

4   wherein the analyzing includes:

5   means for assessing the surplus employees' data records

6   with one or more corporate surplus guidelines;

7   means for assessing each of the surplus employees'

8   evaluations to other employee evaluations having the

9   same skill group; and

10   means for rejecting one or more of the surplus employee

11   identifications based upon one of the assessments.

1   13.   The information handling system as described in claim 8

2   further comprising:

3   means for comparing the surplus employees' data records

4   with data records corresponding to non-surplus

5   employees;

6   means for creating one or more statistical analyses based

7   on the comparison, wherein the statistical analyses

8   include one or more protected employment factors;

9   means for assessing the statistical analyses using one or

10   more applicable laws; and

11   means for modifying the group of identified surplus

12   employees based on the assessment.

1 14. A computer program product stored in a computer operable

2   media for reviewing resource reduction decisions, said

3   computer program product comprising:

4   means for receiving a skill group identifier;

5   means for retrieving data records for a plurality of

6   employees, wherein each data record includes the skill

7   group identifier and an evaluation;

8   means for comparing the retrieved data records based upon

9   the corresponding evaluations; and

10   means for identifying one or more surplus employees based

11   upon the comparisons.

1 15. The computer program product as described in claim 14

2   wherein the means for comparing further comprises:

3   means for sorting the retrieved data records based on the

4   corresponding evaluations;

5   means for retrieving a surplus percentage corresponding to

6   the skill group identifier;

7   means for multiplying the surplus percentage by the number

8   of retrieved data records creating a surplus number;

9   and

10   means for selecting the surplus number of employees from

11   the lower end of the sorted data records.

1 16. The computer program product as described in claim 14

2   further comprising:

3   means for analyzing one of the evaluations prior to the

4   comparing;

5   means for determining whether to agree with the evaluation;

6   and

7   means for sending a rework request to a creator of the

8   evaluation in response to not agreeing with the

9   evaluation.

1 17. The computer program product as described in claim 16

2   wherein the means for analyzing further comprises:

3   means for identifying the evaluation as a low skill

4   evaluation; and

5   means for checking whether the employee's data record

6   includes one or more positive employment factors,

7   wherein at least one of the positive employment

8   factors is selected from the group consisting of a top

9   contributor indicator, a stock option award, a

10   significant salary increase, a critical skill

11   identifier, and a promotion identifier.

1 18. The computer program product as described in claim 14

2   further comprising:

3   means for analyzing the identified surplus employees,

4   wherein the analyzing includes:

5   means for assessing the surplus employees' data records

6   with one or more corporate surplus guidelines;

7   means for assessing each of the surplus employees'

8   evaluations to other employee evaluations having the

9   same skill group; and

10   means for rejecting one or more of the surplus employee

11   identifications based upon one of the assessments.

1 19. The computer program product as described in claim 14

2 further comprising:

3 means for reviewing each of the surplus employees' data

4 records using one or more applicable laws;

5 means for determining an additional compensation amount for

6 one or more of the surplus employees based on the

7 applicable laws; and

8 means for adding the additional compensation to a severance

9 amount corresponding to the surplus employees.

1 20. The computer program product as described in claim 14

2 further comprising:

3 means for comparing the surplus employees' data records

4 with data records corresponding to non-surplus

5 employees;

6 means for creating one or more statistical analyses based

7 on the comparison, wherein the statistical analyses

8 include one or more protected employment factors;

9 means for assessing the statistical analyses using one or

10 more applicable laws; and

11 means for modifying the group of identified surplus

12 employees based on the assessment.

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